

Appl. No. 10/823,829
Amdt. dated October 6, 2006
Reply to Office action of April 7, 2006

Amendments to the Specification:

[0003] Several mental capability tests are known which assess and evaluate competencies of individuals in many non-physical domains. For example, the Manchester personality questionnaire is an occupational personality test that focuses on traits relevant to creative and innovative behavior. Also, the Work Profile Questionnaire [("WPQ")] Emotional Intelligence questionnaire is based on a conceptual model of emotional intelligence that has seven components: innovation, self-awareness, intuition, emotions, motivation, empathy, social skills. Another test, the Watson-Glaser critical thinking appraisal, is an assessment tool designed to measure an individual's critical thinking skills in five components: inference, recognition of assumptions, deduction, interpretation, and evaluation of arguments. For other capabilities, the Poppleton Allen Sales Aptitude Test 2000 [(*)PASAT 2000(")] report is a rigorously constructed questionnaire designed to assess personality attributes that are vital to success in a sales environment, and measures eight main components: social adjustment, motivational adjustment, emotional adjustment, adaptability, conscientiousness, social control, emotional stability, and self-assurance.

Amendment to Abstract

The present invention involves an analytical method of providing human capital management in an organization which includes a plurality of individuals. The method involves the steps of: providing individual capability tests each having a plurality of questions; obtaining responses to the questions from the individual to be evaluated; and cross-referencing the questions according to a predetermined criteria to create a comprehensive individual capability evaluation. The cross-referencing step includes creating one or more hallmark analysis within the comprehensive individual capability evaluation, each hallmark analysis relating to a specific quality of the individual. The predetermined criteria relates to one of the set of personality attributes, including: ~~Integrity, Continuous Learning, Speed/Initiative, Energized Team building, Quality/Customer Oriented, Extraordinary Results, Effective Communication, Financial Literacy, Strategic Focus, and Emotional Maturity.~~ The method further comprises the step of creating an individual action

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~~plan. containing a listing of transformational activities for enabling the individual to improve identified areas on the comprehensive individual capability evaluation.~~